

*I am writing to say thank you.*

MADA recently announced a leadership change taking place on March 1, 2024. After 24 years of service to the association I will be transitioning out and James Fackler will become the new executive vice president of the Michigan Automobile Dealers Association.

Working with Michigan Dealers has been an immense honor. You welcomed me into this dynamic industry and taught me the business, work ethic, and the responsibilities required to support you and this industry. You answered my calls and endless questions (and took me to school many times), all with the utmost professionalism. I know you will do the same for James, as he too learns this business.

I often get asked what it's like to work for Dealers, and I always enjoy giving the answer. Dealers are fantastic businesspeople, quick decision-makers, and risk-takers. When risks work, you keep moving forward. When they don't, you learn from them and become better for it. Dealers only look back to see how they can be better. Juggling roles as business leaders, entrepreneurs, counselors, bankers, salespeople, motivators, and relationship builders, you navigate the complexities of the automotive business with unwavering positivity. *Tomorrow will be better than today, and next month will be better than last month!* Dealers cannot have a bad day because there are too many people depending on them.

You have taught me immeasurable lessons on working with people. I have had the privilege of inviting dealers to meetings, witnessing your ability to connect with everyone in the room, building relationships, and leaving as friends. What an incredible talent!

Many amazing Dealers have mentored me and provided knowledge and opportunities. Whether it was "cash for clunkers," bankruptcy, economy down turns, manufacturer battles, COVID or working on the myriad regulatory items we tackled - you always offered support, with a dash of correction! As the saying goes, if you have a job you enjoy, it is never work, just another day. That has been my career at MADA.

On a personal level, you have welcomed me as part of your extended business family and shared stories of your business and lives. You became friends, and I cherish that friendship.

The decision to step down comes with the knowledge that I have contributed to helping a generation of Dealers during my 24 years. We have fantastic volunteer leadership at MADA and ADA who are poised to lead the next generation into the future. James along with Kurt Berryman, Rod Alberts and DADA make a wonderful team and understand where we all fit in to benefit Michigan Dealers. We truly speak with one voice across the state.

I extend my thanks to the MADA team, who have been patient with me, always offering to help and go the extra mile. To my friends in the ATAЕ and NADA communities, thank you for the lessons, guidance, and support.

A simple "Thank You" feels inadequate for the wealth of experiences and opportunities you have given me. However, drawing from the lessons learned, I know this association will be better tomorrow than today, and will continue to do great things to serve all Dealers in Michigan.

Thank you, and may you continue to find joy and success in this business.

Sincerely,

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